



M I L W A U K E E C O U N T Y

RACIAL EQUITY



BUDGET TOOL

2027 BUDGET CYCLE

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By achieving racial equity, Milwaukee is the healthiest county in Wisconsin.

MILWAUKEE COUNTY VISION STATEMENT

Overview

Racism has been and is a public health crisis in Milwaukee County. According to the County Health Rankings, Milwaukee County has consistently been, one of the lowest-ranked counties for health in Wisconsin and, according to Federal Reserve Economic Data, Milwaukee County is one of our nation's most racially segregated areas.

According to 2019 statistics, a white person lives, on average, nearly 14 years longer than a black person and the infant mortality rate is nearly three (3) times higher for black infants compared to white infants. Race is a social construction with no biologic basis, yet racism may produce an assigned societal value based on the way a person looks that has resulted in race being a consistent predictor of a person's quality and length of life.

Racism (not race) is a leading indicator of health because it structures access to opportunity like housing, education, employment, food, safety, and care. When access to opportunity is structured unequally, health outcomes follow that pattern. Other forms of oppression (i.e., ableism, sexism, etc.) operate through similar pathways, and when they intersect with racism, the impact on health compounds.

When we examine and correct the structural barriers created by racism, such as inequitable housing policy, underinvestment in neighborhoods, food apartheid, or unequal access to capital, we are also strengthening the infrastructure that also affects women, people with disabilities, older adults, Veterans, immigrants, and others who face systemic barriers in Milwaukee County.

The Racial Equity Budget Tool (REBT) enables departments to critically assess the impacts of budget decisions. The tool is structured around Milwaukee County's strategic focus areas to help departments and decision makers be better stewards of public resources.

Milwaukee County's Racial Equity Budget Tool (REBT) is designed to:

Make intentional connections between the strategic plan and the budget.

Use racial equity as the key guiding principle for important decisions regarding investments or disinvestments.

Initiate conversations on topics related to the three-year strategic objectives among department leaders and employees.

Provide baseline data on departmental efforts to inform enterprise-wide decisions.

Milwaukee County Strategic Focus Areas

In 2019, Milwaukee County launched its first strategic plan in 20 years. This plan explicitly recognizes that racism is a public health crisis and leads with the vision that: **By achieving racial equity, Milwaukee is the healthiest county in Wisconsin.**

As part of the strategic plan, Milwaukee County leaders have committed to use a racial equity budget tool to ensure resource allocations advance the strategic focus areas and vision. The questions in this budget tool were guided by the strategic plan and were informed by best practices from other jurisdictions and the Government Alliance on Race and Equity (GARE).

1. Create Intentional Inclusion

- *Reflect the full diversity of Milwaukee County at every level of County government.*
- *Create and nurture an inclusive culture across the Milwaukee County government.*
- *Increase the number of Milwaukee County contracts awarded to minority- and women-owned business.*

2. Bridge the Gap

- *Determine what, where, and how we deliver services based on the resolution of health disparities.*
- *Break down silos across Milwaukee County government to maximize access to and quality of services offered.*
- *Apply a racial equity lens to all decisions.*

3. Invest in Equity

- *Invest “upstream” to address root causes of health disparities.*
- *Enhance Milwaukee County’s fiscal health and sustainability.*
- *Dismantle barriers to diverse and inclusive communities.*



Instructions

1. Submit only one REBT per department.

*The REBT should reflect an analysis of the suite of budget decisions per department. Within answers to each question, **details may be provided at the division level**, as determined appropriate. Decision points should be analyzed as part of the comprehensive effort that your department is undertaking in addressing racial equity in programs, plans, policies, and power structures. Since departments are often tasked with cutting their budgets to reflect a reduction from their previous fiscal year's budget, a REBT should also include an analysis of how proposed reductions may or may not burden Black and Brown individuals and communities.*

2. Keep the focus on the analysis of departments' improvements, reductions, and overall budget.

The REBT will focus on a racial equity analysis of decisions for new policies, programs, and plans under consideration, and the department's ongoing commitment to racial equity.

3. Use demographic data to help your department determine benefits and burdens of new decisions and overall budget.

State and federally collected demographic data resources are provided in [Appendix C](#). Departments are encouraged to

use any data they collect on their service users throughout the completion of the REBT. Data from other relevant and credible sources a department may have is also acceptable.

4. REBT technical assistance information and opportunities.

If you have questions related to the 2027 REBT, please attend one of the Strategy, Budget and Performance Open Office hours and bring the questions. All persons who may be expected to assist the department director in completing the REBT will be encouraged to participate.

- *If you understand the question, but have difficulty determining how to answer a question, please contact your Budget Analyst for assistance.*
- *The Office of Equity should only be contacted on questions related to the racial equity components (glossary, concepts, etc..) that are unclear and cannot be addressed by your Budget Analyst. Send correspondence via email to equityoffice@milwaukeecountywi.gov.*



MILWAUKEE COUNTY RACIAL EQUITY BUDGET TOOL

Date Submitted: 7/15/2026

Department: Clerk of Court

Please note: each response field below has a 2,500-character limit.

STRATEGIC FOCUS AREA 1: CREATE INTENTIONAL INCLUSION

1. What activities are you doing to attract and retain a diverse and inclusive workforce in your department? What are the associated costs of these activities?

In partnership with the Department of Human Resources, Combined Courts actively supports recruitment efforts by posting employment opportunities across multiple online platforms, participating in accessible in-person hiring events, and leveraging social media to increase awareness of career opportunities. Costs associated with these recruitment activities are funded through the Department of Human Resources.

Beyond recruitment, Combined Courts is committed to fostering an inclusive workplace culture where employees feel valued, respected, and supported. Department leadership promotes meaningful, community-centered work, embraces culturally responsive management practices, and encourages professional growth and career advancement for all employees. Particular emphasis is placed on mentoring and developing employees from historically underrepresented backgrounds to prepare them for leadership opportunities. As a result of these efforts, the department's workforce continues to reflect the diversity of Milwaukee County's population.

2. How do you use professional development and advancement opportunities to promote equity in your department's workforce? What resources are used to support these opportunities for professional development and advancement?

Combined Courts is committed to providing equitable access to professional development and career advancement opportunities for all employees. Staff are encouraged to expand their knowledge through cross-training in multiple functional areas and are supported in pursuing promotional opportunities within the department.

The Senior Administrator oversees the department's professional development program, which includes employee training, mentorship, coaching, and performance management. New employees and emerging leaders are paired with experienced staff to foster knowledge transfer, leadership development, and problem-solving skills. Newly appointed managers receive ongoing guidance and mentorship from seasoned leaders to ensure successful transitions into supervisory roles.

The department's leadership team reflects the diversity of the community it serves. Of the 15 leadership positions within the Clerk of Circuit Court's Office—including one elected official, three appointed executive leaders, six department leaders, and five assistant department leaders—10 are held by people of color and 8 are held by women.

3. Our employees can be a great resource for innovation and knowing what is working well and what needs work. Have you engaged a diverse group of frontline employees to inform decisions about your proposed budget?

changes? If yes, how was input solicited, who was involved, and what were the results?

The Clerk of Circuit Court's leadership team regularly engages frontline employees through ongoing conversations regarding daily operations, administrative priorities, and departmental policies. These discussions provide valuable insight into operational challenges and opportunities for continuous improvement while ensuring employees have a voice in organizational decision-making. Although employee feedback remains an important component of the department's planning process, no recommendations were identified during this budget cycle that would require significant programmatic or budgetary changes.

4. Are you tracking contracts with minority and women-owned business? If yes, please share percentages of each. If no, why not?

The Clerk of Circuit Court monitors diversity among its contracted service providers. Currently, the department maintains contracts with two entities. One contract is with a nonprofit organization led by a female Executive Director, while the second is with a government entity led by a woman of color. The department remains committed to supporting supplier diversity whenever opportunities arise.

STRATEGIC FOCUS AREA 2: BRIDGE THE GAP

5. How and when have service users, in diverse and inclusive communities, and other key stakeholders been engaged to inform decisions about changes in funding levels for services provided in your requested budget (who was involved, what was the forum, what were the results)?

The Clerk of Circuit Court's Office continues to strengthen its engagement with residents and community stakeholders throughout Milwaukee County. Budget resources have been allocated to support increased participation in community events, outreach initiatives, and public engagement opportunities. These efforts enhance awareness of court services, strengthen community partnerships, and provide valuable feedback to inform future service delivery and resource allocation.

6. Describe ways in which demographic and economic data were used to prioritize resource distribution. (Data can include sources found in the resources section of this tool, department collected data, or any other relevant data from other sources.)

a. Please provide specific examples of data and how that influenced decision making.

Combined Courts remains committed to identifying and addressing racial disparities within the justice system while advancing equitable access to court services. Each year, court leadership and staff participate in the Milwaukee County Racial Equity Conference, which examines disparities in criminal justice outcomes and explores policy and procedural improvements that promote fairness, procedural justice, and equitable access to the courts. The 2025 conference focused specifically on the intersection of the community at large and the criminal justice system, providing valuable insights to inform future practices.

The Clerk of Circuit Court is an active member of the Milwaukee County Community Justice Council, collaborating with justice system partners to develop strategies that improve equity, reduce disparities, and enhance access to justice across Milwaukee County.

b. Are there gaps in the data that need to be addressed to better understand disparities in equity?

Yes. Significant limitations exist in the availability of demographic and service utilization data. The Wisconsin Circuit Court Access Program CCAP serves primarily as a case management and records system rather than a comprehensive reporting database. As a result, the Clerk of Circuit Court is limited in its ability to generate reports that would provide deeper insight into equity-related outcomes.

If enhanced reporting capabilities were available, the department could more effectively analyze data such as the number of self-represented litigants, requests for and approvals of fee waivers, geographic distribution of court users by ZIP code, and other demographic information that could inform equity-focused decision-making. While some information is available through services provided by the Milwaukee Justice Center, those data represent only a subset of court users and do not provide a comprehensive view of the population served.

7. a. How does your budget reflect efforts to work across departments to break down silos to maximize access to and quality of services offered?

The Clerk of Circuit Court continues to prioritize strategic partnerships that expand access to justice while maximizing available resources. One of the department's most significant collaborations is the Milwaukee Justice Center (MJC), a civil legal self-help center that serves Milwaukee County residents who cannot afford private legal counsel but do not qualify for free legal representation.

b. How does this help us achieve the vision of achieving equity and health?

The MJC is a collaborative partnership between the Milwaukee County Clerk of Circuit Court, Marquette University Law School, and the Milwaukee Bar Association. Through this partnership, the County leverages community expertise and external resources to provide legal information, self-help services, and referrals to thousands of self-represented litigants each year. The majority of individuals served are people experiencing economic hardship, housing instability, and other barriers to accessing the civil justice system. Many clients are women with dependent children, and a significant portion of those served are people of color. By reducing barriers to navigating the court system, the MJC promotes more equitable access to justice throughout Milwaukee County.

Combined Courts also actively participates in the Milwaukee Community Justice Council (CJC), a cross-sector partnership dedicated to improving the effectiveness, fairness, and efficiency of the criminal justice system. The CJC includes representatives from the County Executive's Office, County Board of Supervisors, Corporation Counsel, Mayor's Office, United States Attorney's Office, Milwaukee Police Department, District Attorney's Office, State Public Defender, Milwaukee County Sheriff's Office, Wisconsin Department of Corrections, Milwaukee Community Reintegration Center, Milwaukee Homicide Review Commission, and the City of Milwaukee Municipal Court. These collaborative efforts strengthen coordination across agencies, improve service delivery, and advance shared goals that benefit Milwaukee County residents.

8. What are the expected benefits and potential unintended consequences to disadvantaged communities of your proposed budget changes?

No significant budget changes are proposed at this time. As a result, no adverse or unintended impacts on disadvantaged communities are anticipated. Current service levels will be maintained to ensure continued access to essential court services for Milwaukee County residents.

a. What analysis did you do to determine the expected benefits and potential unintended consequences?

Because no significant programmatic or budgetary changes are proposed, a formal impact analysis was not required.

b. What will your department do to mitigate unintended consequences resulting from your proposed budget changes?

Not applicable.

c. What are the demographic impacts of any fines and fees assessed by your department? Are there disproportionate impacts on any particular groups?

The Clerk of Circuit Court does not establish or assess court-imposed fines, fees, or attorney costs. Rather, the office is responsible for collecting court-ordered payments in accordance with judicial orders and state law.

Current limitations within the Consolidated Court Automation Programs (CCAP) system do not allow the department to generate

comprehensive reports identifying the racial demographics of individuals assessed fines and fees. However, national and local data indicate that communities of color experience disproportionate involvement in the justice system and may therefore be more likely to incur court-related financial obligations. Similarly, individuals who are unable to obtain legal representation in civil matters may face less favorable outcomes, potentially resulting in increased financial judgments or other monetary consequences. The department remains committed to supporting initiatives that improve access to justice and reduce barriers for all court users.

STRATEGIC FOCUS AREA 3: INVEST IN EQUITY

9. If your department were to receive some additional funding for addressing equity, what specific strategic plan priority would you address, what would be the project/activity and intended outcome, and how much would it cost?

If additional funding became available, the Clerk of Circuit Court would prioritize initiatives that further improve equitable access to justice. A primary investment would be expanding language access services through increased funding for certified court interpreters. Demand for interpreter services continues to grow while interpreter costs have increased. Providing adequate interpreter services ensures individuals with limited English proficiency can fully participate in court proceedings, helping the department meet its legal obligations while promoting equitable access to the judicial system. Additional dollars devoted to juror participation would also be a key focus area. Although jury management puts substantial effort into increasing participation amongst all minority groups, additional dollars dedicated to the payment of perspective jurors has the potential of garnering greater juror participation.

10. What is your department doing to dismantle barriers to diverse and inclusive communities, including meeting multilingual needs, accessibility barriers, food apartheid, financial empowerment or other factors that impact the stability and wellbeing of people in Milwaukee County?

Combined Courts remains committed to eliminating barriers that prevent individuals from fully accessing the justice system.

Following the conclusion of the federally funded AmeriCorps Courthouse Navigator Program in April 2025, the Clerk of Circuit Court recognized the continued need for a full-time presence at the Courthouse Information Desk. To maintain this critical public service without increasing personnel costs, an existing Clerical Specialist position was reassigned to permanently staff the Information Desk. The position was posted and filled within approximately one month, ensuring uninterrupted assistance for court users.

In addition, the AmeriCorps Courthouse Navigator Program is expected to resume with support from Serve Wisconsin, the state's AmeriCorps commission. Reestablishing the program will restore valuable services, including the Civil Legal Helpline and Courthouse Navigator Program, both of which help self-represented litigants navigate court procedures, locate resources, and overcome barriers to accessing justice.

This office also places substantial attention to individuals needing to access our court system who may have language barriers. We have worked diligently to develop strong relationships amongst the limited pool of State Certified interpreters available in Milwaukee County. Based on those relationships we have had an opportunity to develop a more cost effective and efficient process in providing access to interpreters to those that need them. This remains a substantial financial commitment from our office, however ensuring that all Milwaukee County residents have equal access to language services is paramount to a fair Criminal Justice System.

Through these initiatives and ongoing partnerships, Combined Courts continues to improve accessibility, strengthen customer service, and ensure all Milwaukee County residents have meaningful access to the court system.



Appendices

Appendix A:
Glossary

Appendix B:
Frequently Asked Questions

Appendix C:
Resources by Strategic Focus Area

Appendix D:
Community Engagement Frameworks



APPENDIX A

GLOSSARY

Communities of color: *In the context of the Milwaukee County Racial Equity Budget Tool, the term communities of color is interchangeable with Black and Brown communities and inclusive of all non-white populations of color.*

Historically marginalized communities: *A collective term for referencing communities that have historically experienced inequities where they learn, live, and work that were/are not optimal due to disenfranchisement, disinvestment, marginalization, racism, and other systems of oppression.*

Diversity: *Diversity includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another. It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued. A broad definition includes not only race, ethnicity, and gender — the groups that most often come to mind when the term “diversity” is used — but also age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. It also involves different ideas, perspectives, and values.*

Diverse group: *As it relates to question 5, an intentional effort to include individuals from different racial, ethnic, gender, and social backgrounds proportionate to the diversity of the department.*

Economic data: *Numerical data collected based on service delivery criteria determined by departments.*

Equity: *The just, fair, and impartial treatment, acceptance, or behavior of people without favoritism or discrimination. Equity means righting wrongs, doing what’s right, and giving people what they need to thrive, which is different from equality, which means everyone gets the same thing regardless of circumstance or need.*

Food Apartheid: *Inequity in the food system on the basis of race, class, and geography that are the result of discriminatory planning and policy decisions.*

Frontline employees: *A grouping of Milwaukee County employees that serves as the initial point of contact for service users or a range of employees from all levels of the workforce with emphasis on the inclusion of direct service rendering staff.*

Inclusion: *Assurance that the culture, values, and opinions of individuals and groups are represented in the decision- making processes.*

Inclusive workforce: *A workplace environment that recognizes the contributions of all employees, while valuing their social status, race, gender, or other demographic classifications.*

Key stakeholders: *Both internal and external individuals, agencies, or organizations who participate in the planning, development, implementation and decision-making process of an activity, process, or service delivery. (AMOP: Key stakeholders are service users, the workforce, partners, governing boards, donors, suppliers, taxpayers, regulatory bodies, policy makers, funders, and local and professional communities.)*

Multilingual needs: *The ability of Milwaukee County departments to address linguistic needs for all service users through staffing, documentation, and other communication platforms.*

Professional advancement: *Opportunities for staff to build their capacity and ascend or pursue lateral movement to further advance their career trajectory.*

Racial data: *Demographic data collected by Milwaukee County departments that identifies the race/ethnicity of service recipients.*

Racial equity: *The just and fair inclusion of all people in society, regardless of their race/ethnicity, with unfettered ability to participate, prosper, and reach their full potential. Racial equity is achieved when race no longer determines one's health and socioeconomic outcomes and when everyone has what they need to thrive and decide what's best for themselves, their families, and their communities, no matter where they live.*

Service user: *Current or potential user of Milwaukee County services.*

Unintended consequences: *Outcomes of a purposeful action that are not intended or foreseen.*

APPENDIX B

FREQUENTLY ASKED QUESTIONS

PURPOSE

1) What is the purpose of using this tool?

The Racial Equity Budget Tool (REBT) has many intended purposes:

- *It is about making an intentional connection between the strategic plan and our budget. We cannot sufficiently change our institution if we do not think critically about how and what we are spending money on.*
- *Whether we are making investments or disinvestments, we must do so with racial equity as the key guiding principle to those important decisions.*
- *It is meant to spur conversation on topics related to the strategic focus areas among department leaders and employees so we are all challenging ourselves to think critically about our efforts to advance the vision.*
- *This tool is an opportunity to baseline departmental efforts to make informed enterprise-wide decisions.*

These are only some of the many answers to why we are using a tool to assess budget decisions.

2) What other jurisdictions have used a racial equity budget tool? Where did the budget tool questions come from?

Milwaukee County's REBT builds on the success of other jurisdictions in implementing a budget tool. Jurisdictions Milwaukee County looked to for guidance include the City of Seattle, the City of Portland (Ore.), King County (Wash.), and the City of San Antonio. Resources from the Government Alliance on Race and Equity (GARE) were also used. The questions are largely framed around Milwaukee County's strategic plan.

3) How does this tool work when departments must make budget cuts year over year? What is the point of doing this when departments don't have a lot of latitude about what disinvestments to make?

Milwaukee County's structural deficit and budget challenges are no secret. However, Milwaukee County still has an annual budget of over \$1 billion. Whether the County is making disinvestments or investments, those decisions must be made with racial equity at the forefront of decision-makers' minds. Departments should think critically about their current assumptions and spending versus shifting investments to address root-causes of inequities.

COMPLETING THE TOOL

4) Are there right answers to the questions?

Responses to this tool will inform our future action to see where Milwaukee County can improve on the path to health and racial equity. There are no right answers to the questions, and each department is starting in a different place, serves different people with different needs, and faces a different set of barriers and opportunities. While there are no right answers, the information provided in the tool will be used for decision making throughout the budget process and will be available to the public.

Therefore, answers should be robust, defensible, and easy to understand. Your department's answer may look very different than another department's answer and that is okay as long as the answers address the question.

5) What if there are inequities to other groups other than racial groups? Should we be talking about those inequities in our analysis?

Yes! Milwaukee County is race forward, but not race exclusive. If there are other inequities identified in your analysis, please include them.

6) Does every department complete one tool, or is it one tool for each division?

Please submit one tool per department. Responses can be broken down at the division level within your department's tool, as appropriate. All questions should be completed.

7) Who is responsible for filling out the budget tool?

The department head is ultimately responsible for the content in the REBT. It is up to department leadership to determine who in their department is most appropriate to be involved in completing questions in the tool, which will differ from department to department. Likely people to include are department leaders, fiscal staff, and administrative staff.

8) Is this tool supposed to imply that we should be taking actions on each of these items? Are the questions meant to be directives to departments?

A budget is a reflection of priorities. Ultimately, Milwaukee County's budget should reflect our values and advance our vision and strategic plan. However, we acknowledge our organization is on a journey to continuously improve our efforts toward health and racial equity. The REBT is meant to spur conversations among department leaders and

staff about what they are and are not able to do in a given budget year to advance the vision. To that end, the tool is not an absolute directive to departments. We fully expect that some departments' answers to some of the questions will be that they are not doing anything this year with an explanation about why that is the case. Looking ahead

to future years, departments will be expected to show how their budgets help Milwaukee County make progress toward its vision.

9) How do I use this when my work is statutorily required?

What services Milwaukee County provides is often statutorily required. However, how we do our work usually is not a directive. This tool is meant to challenge us all to think about how to do the enormous part of our work that is within our discretion and control.

10) Is there a standard approach all departments are expected to take to answer the questions?

No. Answer the questions based on the approach your department currently takes on these items.

11) What type of analysis is expected for each of the questions?

It depends on what your department is currently doing in each area. Please use the diverse expertise and experiences of staff in your department to determine the most appropriate way for your department to answer the questions.

12) What part of the budget is this tool being applied to?

The REBT will focus on an equity analysis of decisions for new policies, programs, and plans under consideration, and the department's ongoing commitment to equity. Your department is asked to identify what considerations are considered in the overall budget to maximize equitable outcomes.

USING THE DATA

13) Who will receive the data departments provide in the REBT? Who will be expected to answer questions about the information provided?

Responses to the REBT will be publicly available and will be presented to the County Board. If any decision-makers (e.g., County Executive, County Board Supervisors, department directors) have questions about the information provided in the REBT, the department should be prepared to answer them. We are all partners in Milwaukee County's strategic planning effort to achieve racial equity, and the budget tool is in-part meant to inform and focus conversations around strategic priorities, understanding that not all questions have known answers or solutions.

APPENDIX B

FREQUENTLY ASKED QUESTIONS

14) What if someone questions the analysis, conclusions, or recommendations made in the budget tool?

Like all research and analysis, there will be questions and critiques and we should embrace these important conversations. The work presented in the budget tool should be defensible, but most of these questions do not have a clear right or wrong answer. If someone finds something wrong in the analysis, then we need to fix it. However, if it is a question about the interpretation and meaning of the analysis, then we can make space for different perspectives to find the best path forward with the information we have available.

15) Will the budget tool submissions be scored?

No, the REBT submissions will not be scored. However, they will be made available to the public and reviewed by the County Executive's office, the Office of Equity, the Office of Performance, Strategy and Budget and the County Board.

LOGISTICS

16) When will the budget tool be due?

The REBT is due on July 15 — the same due date as the requested budget.

17) Where do I go if I have questions?

If you understand the question, but have difficulty determining how to answer a question, please first try to problem solve within your department by looping in additional experts (e.g., people leaders, frontline staff, etc.).

If you need assistance understanding what the question is asking, contact your Budget Analyst for assistance.

The Office of Equity should only be contacted on questions related to racial equity components (glossary, concepts, etc.) that are unclear and cannot be addressed by your budget analyst. Send correspondence via email to equityoffice@milwaukeecountywi.gov.



APPENDIX C

RESOURCES BY STRATEGIC FOCUS AREA

STRATEGIC FOCUS AREA 1: Create Intentional Inclusion

- [2020 Milwaukee County Workforce Audit](#)

STRATEGIC FOCUS AREA 2: Bridge the Gap

- [American Community Survey](#) (from US Census Bureau – descriptions below from US Census Bureau)
 - [Data Profiles](#) have the most frequently requested social, economic, housing, and demographic data. Each of these four subject areas is a separate data profile. The data profiles summarize the data for a single geographic area, both numbers and percent, to cover the most basic data on all topics. (Can compare state/County/Municipal data. With some effort, can get zip code level data.)
 - [Narrative Profiles](#) are short, analytic reports derived from the ACS 5-year estimates. Each Narrative Profile covers 15 different topic areas and provides text and bar charts to display highlights of selected social, economic, housing, and demographic estimates for a selected geographic area. (Easy to get zip code level data)
- [Personal Income Data](#) (Bureau of Economic Analysis) Per Capita Personal Income by State/County, 2016 – 2018 for the entire nation.
- [Per Capita Income by County](#)
- [Public School Enrollment](#) (Wisconsin Department of Public Instruction)
- [Private School Enrollment](#) (Wisconsin Department of Public Instruction)
- [State of Wisconsin WBE/MBE/DVE](#) This provides a list of all Woman/Minority/Disabled Vets Business Enterprise information. You can search by business name, by product/service, and by location.
- [Milwaukee County Diversity and Compliance Website \(B2GNow\)](#) Links to certified lists for the State of Wisconsin ACDBE/DBE/SBE Directory and the Milwaukee County approved DBE/SBE vendors (training available on using system).

STRATEGIC FOCUS AREA 3: Invest in Equity

- [Community Engagement Toolkit](#)

Additional County Resources

- [Strategic Plan \(Objectives\)](#)
- [Health and Equity Framework](#)

Disparities in Food Access

- [Food Apartheid](#)
- [Food Access](#)

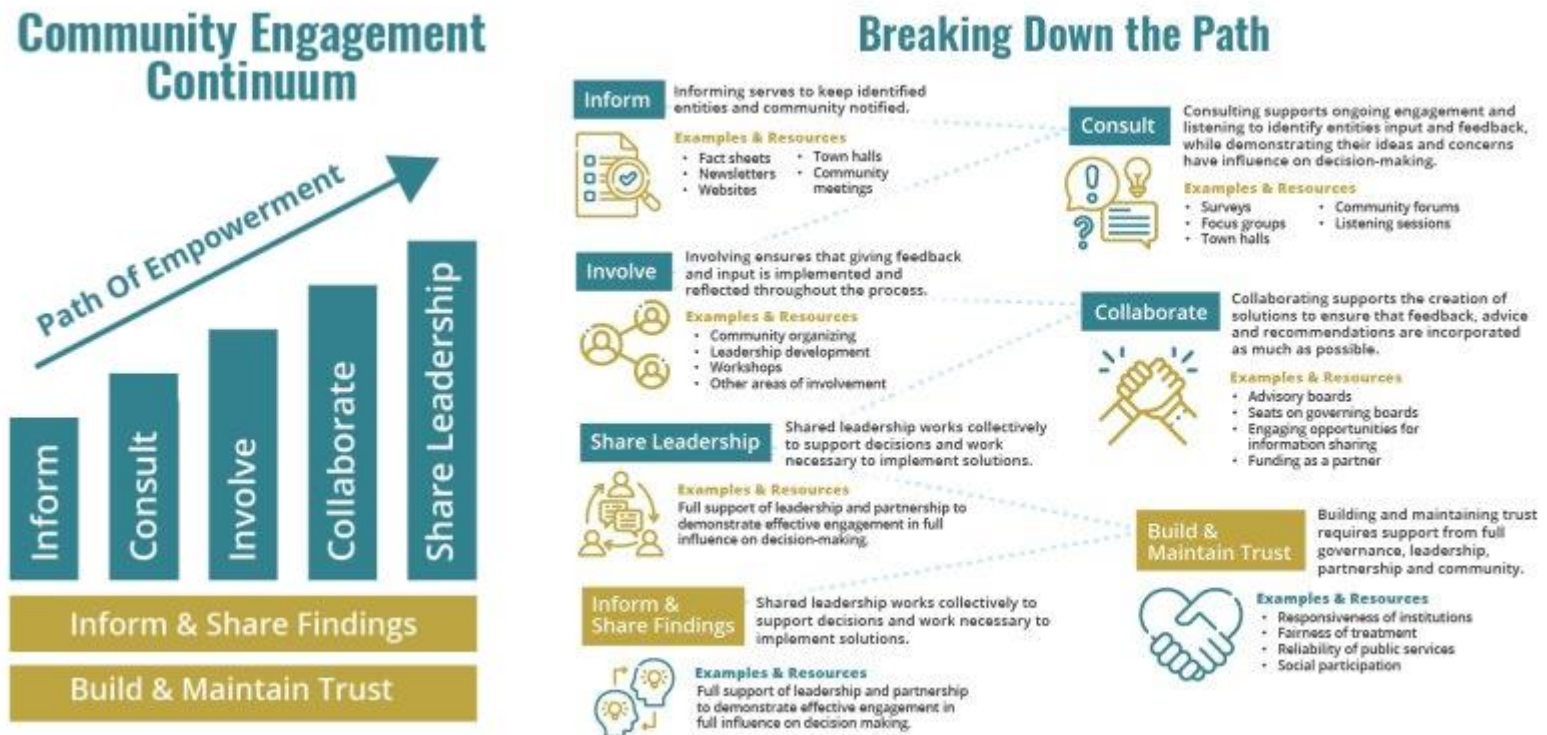
Community Engagement Frameworks & Guidance

Community Engagement connection to the REBT Tool and Budget Alignment

These frameworks help guide users of the REBT tool to think critically about how budget decisions align with the strategic plan and advance racial equity. By applying the continuum, staff can assess whether their fiscal choices reflect appropriate levels of community involvement, ensure that decisions are informed by community priorities, and understand the equity impacts of how resources are allocated. This supports intentional, equity-centered budgeting rooted in community voice and shared responsibility.

Summary of the Community Engagement Frameworks

The Community Engagement Continuum & Breaking Down the Path outlines five levels of engagement—Inform, Consult, Involve, Collaborate, and Share Leadership. supported by practices that build trust and ensure findings are shared transparently. At the early stages, engagement focuses on providing information and gathering feedback through tools like fact sheets, surveys, and town halls. As engagement deepens, community members help shape decisions, co-create solutions, and participate in shared leadership structures such as advisory boards or governing bodies. Across all stages, trust-building, transparency, responsiveness, and partnership are essential for meaningful and equitable involvement.



For future assistance, please access OOE's Technical Assistance program by sending us an email at OOEAssist@milwaukeecountywi.gov For direct self-serving tools around our Community Engagement efforts, please visit the [Office of Equity Community Engagement web page](#)

ON THE COVER



“ WELCOME TO THE PEOPLE’S HOUSE ”

Artist: Tia Richardson

Commissioned in 2020. Used with permission of the artist.



MILWAUKEE COUNTY

HEALTH & RACIAL EQUITY

ONE COUNTY ONE VISION

*By achieving racial equity, Milwaukee
is the **healthiest county in**
Wisconsin.*

County.milwaukee.gov/vision

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